



Indiana Family and Social Services Administration



Fiscal Intermediary Services

Payroll Overview for Waiver Program Participants and Providers

Agenda

Program Overview

Frequently Used Terms

Public Partnerships and the Fiscal Intermediary Program

Steps to Becoming an Employer

Benefits of a Fiscal Intermediary

Employer Responsibilities and PPL Responsibilities

Employee Forms

Time Submission Instructions

Review & Complete Tax Forms

Employer Form Packets

Frequently Used Terms

Fiscal Intermediary: Public Partnerships, LLC (PPL) is the Fiscal Intermediary. This means that PPL will pay for individual support and handle all payroll tax matters.

<u>Individual or Waiver Program Participant:</u> The individual or waiver program participant is the person who receives supports through FSSA.

Representative: A voluntary, unpaid person who may be appointed to assist a waiver program participant in performing the responsibilities of the employer when the individual chooses not to do so independently.

Employer, or Employer of Record: This term refers to the person in the household directing the work of the employee. This may be the waiver program participant or a representative.

Employee: The person who provides services to the waiver program participant is the employee or Personal Attendant.

<u>Signature:</u> The employer of record will be asked to sign the tax forms today. If the individual acts as the Employer and cannot sign his or her name, writing an 'X' or other mark is acceptable.

About Public Partnerships, LLC (PPL)

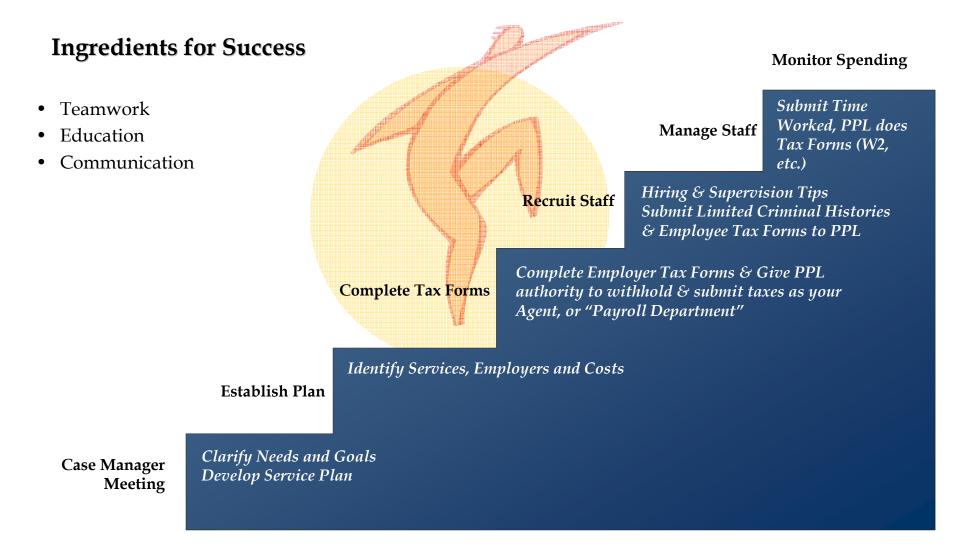
PPL was hired by IN FSSA to be a Fiscal Intermediary (FI).

A Fiscal Intermediary:

- Pays employees/personal attendants on behalf of waiver program participants
- Withholds and deposits taxes, and files tax and labor reports on behalf of waiver program participants
- Provides the individuals, case managers and employers with regular reports that show how authorized units have been spent and the amount of taxes paid
- Responds to questions from individuals, employers and employees
- Administers the limited criminal history for employees



Steps to Become an Employer



Benefits of the Fiscal Intermediary

- Employer's personal income tax is not affected.
- Employees will receive a W-2 statement at the end of each calendar year.
- Contributions are made to provider Social Security and Unemployment Compensation accounts.
- Employees receive bi-weekly paychecks, based on signed timesheets received by PPL.



Payroll Responsibilities

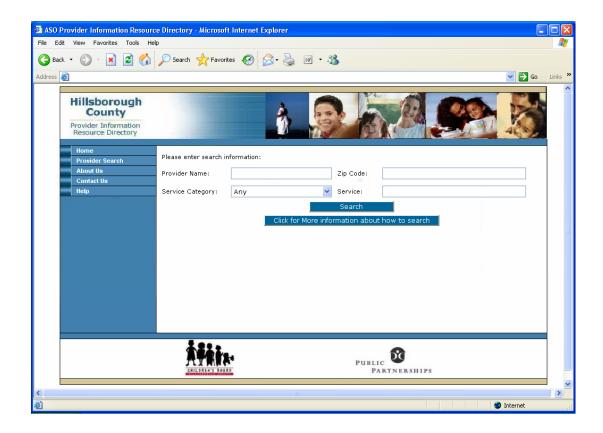
Employer's To Do...

- Complete initial paperwork
- Recruit, interview, and discharge staff
- Define job and schedule
- Verify employment eligibility by certifying USCIS Form I-9
- Sign the Terms and Conditions Agreement
- Monitor your employee's units of service
- Review, sign & submit time worked

Public Partnership's To Do ...

- Serve as "Payroll Department"
- Administer limited criminal histories
- Issue paychecks per timesheets
- ☐ Withhold all necessary taxes
- ☐ File monthly, quarterly and annual tax and labor reports
- ☐ Issue annual W-2 wage statements
- Manage your service units
- Provide individuals, employers and case managers with quarterly reports of FI spending on your behalf
- Respond to all questions

Website and Provider Registry



www.publicpartnerships.com

- Contains forms and training materials
- Allows individuals and case managers access to provider database
- Includes services, credentials, hours, location, and contact information for providers who choose to be listed

Employee Forms

- Employees must complete several forms:
 - 1. Employee Data Form
 - Collects general demographic and contact information
 - 2. Employee Eligibility Form
 - Verifies eligibility for work in the United States
 - 3. Terms and Conditions Agreement
 - Identifies terms of the contract
 - 4. IRS Form W-4
 - Sets up withholding for federal taxes
 - 5. Indiana Form WH-4
 - Sets up withholding for state taxes
 - 6. Employee Training Checklist
 - Identifies roles of employee
 - 7. Employee Terms and Conditions
 - Describes the terms of employment
 - 8. Employer/Employee Relationship Form
 - Identifies relationship between employer and employee for tax purposes

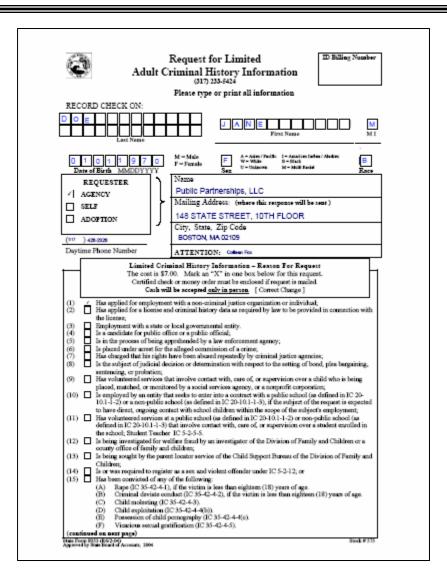
Employer Steps in Employee Forms

- As an employer, it will be your responsibility to verify that your employees are eligible to work in the United States.
- Your employees will bring you an USCIS Form I-9 from their PPL Employee Packet.
- Your employees will present documents for your review. The I-9 lists acceptable documents. Most employees will show you a Social Security card and driver's license.
- You must verify to the best of your knowledge that these documents are real. If you believe that they are, you will sign the I-9 in the section called 'Certification.'

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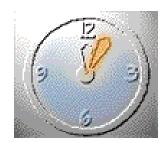
Employer Steps in Employee Forms

- All potential employees must pass a limited criminal history prior to beginning work.
- Potential employees indicate their understanding of submitting to a limited criminal history by signing the Terms and Conditions Agreement.
- PPL will conduct the limited criminal history.
- If there is any criminal history, IN FSSA will make a determination if the potential employee is 'okay to hire'
- PPL will inform the employer that it is either 'okay' or 'not okay' to hire the employee



Time Submission Instructions

- There are two methods for submitting time worked:
 - Telephonic timesheet (preferred method)
 - Physical timesheet (backup method)
- PPL will not pay providers until all Employer and Employee paperwork is complete
- Provider must submit time via the telephone or a timesheet to be paid.
- If you need help submitting time, call us at 866-264-2296.



Telephonic Time Submission

- This time submission method is done over the phone. It is referred to as the IntegriCare.
- Employees receive a welcome packet after they complete their paperwork. It asks them to register for the telephonic system.
 - Registration has them set up a password and state their name
- The Employee calls the IntegriCare phone number when he or she arrives for work and then calls again when he or she is leaving.
- Employees are asked to enter their password, state their name and enter activities codes (provided in welcome packet).
- The system is set up to remember the Employer's phone number and recognizes the Employee's voice. This limits the possibility of fraudulent time submissions.
- The system sends this information to PPL. From it, we generate a paycheck.

Telephonic Time Submission - Questions

What if:

- I forget to call?
 - If you forget to call to start the session, call twice at the end of the session and then call PPL Customer Service (866-264-2296). They will either fix the session then or have you submit a physical timesheet.
 - If you forget to call to end the session, call PPL Customer Service. They will either fix the session then or have you submit a physical timesheet.
- I am not calling from the Employer's phone line?
 - The system will ask you to enter the Employer's ID number. This will be distributed to the Employee once the Employee has completed all the forms.
- I am not calling from the Employer's phone line and I cannot remember the Employer's ID number?
 - Submit a physical timesheet.



Physical Time Sheet Submission

- This time submission method is done by faxing or mailing a timesheet to PPL.
- The Employee completes a 2-week timesheet indicating time worked each day.
- The time sheet must be signed by the Employee and Employer. The Employer's signature indicates authorization for payment.

Physical Time Sheet Instructions - Recording Information Correctly

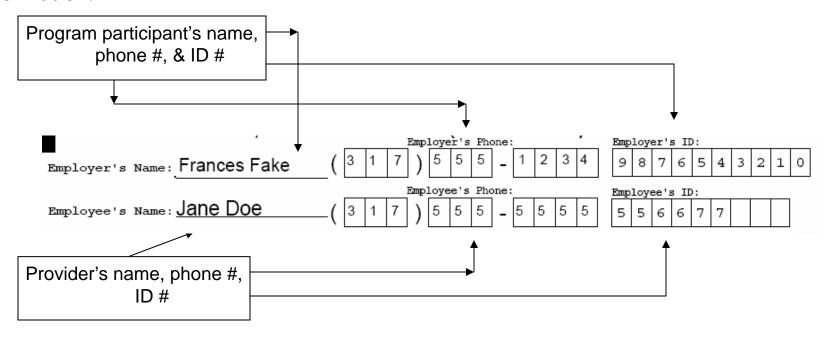
Here is an example of a correctly completed time sheet.

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Physical Time Sheet Instructions - Recording Information Correctly

Recording header information:

This picture shows program participants and providers how to complete header information.

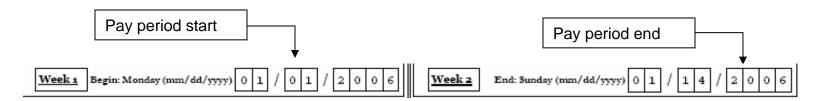


Do not leave anything blank.

Time Sheet Instructions - Recording Information Correctly

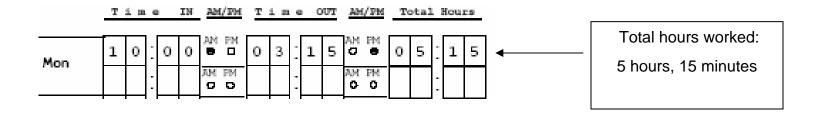
Recording pay period begin and end dates correctly:

This picture shows program participants and providers how to use the pay period start and end dates to complete the time. Pay period start begins on the first day of week 1, and pay period end stops on the last day of week 2.



Adding total hours:

This picture shows you how to compute and enter the total time worked.



Time Sheet Dos and Don'ts

Must Do

- Letters and numbers should be clearly written.
- Fill in circles completely. Stay inside the lines.
- Complete one time sheet per waiver program participant.
- Sign and date the time sheet individuals or representatives *and* providers must sign their names.
- Write your ID number. Program participants and providers must include their ID number.

Must NOT Do

- Don't forget to fill in all the information.
- Don't forget to sign and date both the provider and the individual or individual's representative must sign the time sheet.
- Don't use military time.
- Do not round time on the time sheet.PPL will do this.

More Time Sheet Dos and Don'ts

Must Do

- Always use A.M. and P.M. to indicate morning or afternoon and night.
- Write the date in the format we show you.
- Program participants and providers should make sure that the exact minutes and hours are recorded. PPL will "round" time accurately to the quarter hour.
- Use more than one row if: A provider starts and stops work more than one time on the same day.
- Use multiple time sheets if: A provider starts and stops work more than two times on the same day.

Must Not Do

- Don't use any other time sheet or claim form than the one attached here. They are not and PPL cannot and will not pay providers if a different time sheet is used.
- Don't cross out information if you make a mistake.
- If more than two rows for a day are needed, don't use rows for a different day. Use multiple time sheets.

Time Sheet Instructions – Submitting Time Sheets

Providers and consumers have two options for submitting time sheets to PPL.

1) Mail the time sheet to PPL. Here is the address:

Public Partnerships, LLC, P.O. Box 3767 Phoenix, AZ 85030-3767

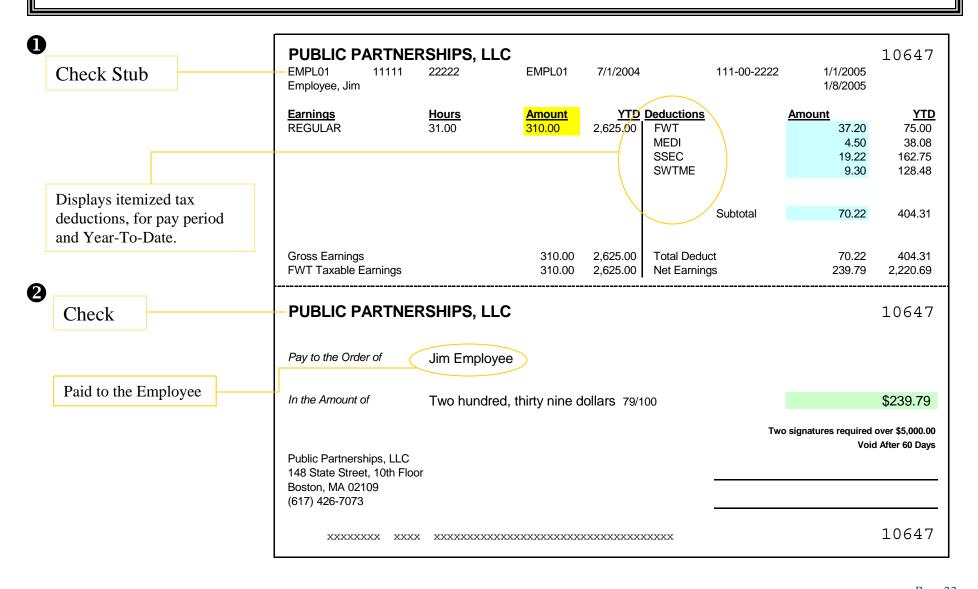
2) Fax the time sheet to PPL. Here is the Fax Number 1-866-874-0478

If you plan to fax, you must use a cover sheet. This is required by law in order to protect personal information contained on the time sheet. Write the number of pages you are faxing on the cover sheet.

More Time Sheet Tips

- **Copying:** You can download copies of the timesheet on the PPL website (http://www.publicpartnerships.com).
 - You may make copies of the timesheet but take care to make good quality copies that are full-sized (not reduced on a copier) and straight (not misaligned during copying).
 - This is necessary in order for our time sheet scanners to read them. Poor quality copies of time sheets may cause delays in receiving payment.
- **Faxing:** Make sure your fax will send a full-size image. The faxed time sheet that we receive should not look smaller than the original.

Example of a Payroll Check



Getting Started in the Self-Directed Program

TODAY

One-Time Task – Complete Employer Tax Forms

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Employer Packet

YOUR PACKET CONTAINS:

- Informational forms
- Federal tax forms from the IRS
- State of Indiana tax forms

TODAY, WE WILL:

- Walk through each of the tax forms
- Answer your questions about the forms

You are encouraged to sign the forms today but you may also send them in at a later date

INDIVIDUAL AND EMPLOYER DEMOGRAPHCS

- The first form in your packet has individual and employer demographics. These form the basis for information on the other forms.
- Please verify the Employer Name, Address and Social Security Number
 - If you have any changes, please notify a PPL or IN FSSA staff member

Employer Statement of Responsibility

- This form verifies that you have had training in self-directed care and understand how the program works.
- This form explains employer responsibilities.
- This form must also be signed by your case manager.

Employer Statement of Responsibility

As a participant in the Indiana Self-Directed Attendant Care Program, or as a representative of a participant in the Indiana Self-Directed Attendant Care Program, I, the undersigned, affirm that I have received training in how to fulfill my role in the program and am presently in good understanding of how the program will work and what my responsibilities will be.

- I affirm I am capable of performing the duties required of an employer.
- I accept full responsibility for direction of my own personal care and managing the hours that have been approved for my needs.
- My representative or I will hire, train (using the training program provided by this
 program), supervise, and terminate (if needed) an employee who will perform the duties of
 my Personal Attendant.
- I will complete all necessary paperwork required to become an employer.
- I will ensure that my Personal Attendant completes the necessary paperwork before starting work.
- I will verify that my Personal Attendant is reporting his or her time accurately and appropriately in accordance with the program's outlined timekeeping procedures.
- I will assure that my Personal Attendant is not eligible to ever work more than my budget authorizes and is never authorized to work more than 40 hours in one week. I will arrange for service from another caregiver if I require additional services.
- I will inform the fiscal intermediary, PPL, of any changes of employment.
- I will develop a back-up plan and provide it, in writing, to PPL.
- I will make emergency information available to my Personal Attendant.
- I will be treated with dignity and respect, which includes respect of my privacy and
 confidentiality, and I will extend this respect to my personal attendant.
- I will report abuse or fraud promptly to the specified authorities and my caseworker.
- I am aware of the Customer Service Hotline and will contact it with any questions that I
 may have concerning this program.

My signature below affirms that I have read and understood these responsibilities and will do my best to discharge them.

Waiver Program Participant or Representative Signature	Date
Printed Name	
the case manager of the above individual, I certify that the individually capable of participating in the Self-Directed Case Program and consibilities of an employer per the guidelines set forth in the training	executing the

IRS Form SS-4

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	and this	type or print clearly) = Frances Falke Household Em	oployer (317) 555-1234 Applicant's for number (include case and					

- This is a one-page form. You are asked to complete 16a, 16b, 16c and sign and date the form.
- This form tells the IRS that you are going to be an employer. After PPL submits this form, the IRS will assign you an Employer Identification Number. This is what the IRS uses to identify employers when filing tax returns and depositing withholding taxes.
- We have entered PPL's address in lines 4a and 4b so that IRS paperwork relating to this program will not be sent to your home.

Indiana Form BT-1

- This is a 4 page form. You are asked to sign and date the form on the last page.
- This form tells the State of Indiana that you are going to be an employer. After PPL submits this form, the Department of Revenue (DOR) will issue you a taxpayer identification number. This is what the DOR will use to identify you for tax filing and deposits.
- Much of the form is left blank. This form is used by all new Indiana businesses so not all the questions apply to you.

Form BT-1 Indiana Department of Revenue Seas Form 1984 Business Tax Application Associate type fellow a required for one business location	_
Peer may apply, please see instructions.	
Any outstanding tax liability owed by the applicant or an owner, partner, or officer will delay application approved	
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12. Tanies to be Registered for this Business Location. (Check all that app	do.
Whitholding Tax (Complete Section C.)	
Gonaty Instançan Tax (Complete Section II.)	Out-of-State Use Tax (Complete Section IA)
☐ Posti and Beverage Tax. (Complete Section D.) ☐ Motor Vehi de Rental Exche Tax. (Complete Section E.)	☐ Propuid Gasolim Saler Tax (Complete Section G.) ☐ Private Employment Agency (see instructions on page 2.)

IRS Form 2678

Form 2878 (Rev. June 2002)	Department of Treasury- Employer Appo Under Section 3504 of the	Intme	nt of Agent		OMB Number 1545-0748		
	Submission Processing all Proceeding Center			Agent reque is required to you putted in required (See a 75-5 of req intern Direct	Instructions over or Payer Please complete em and give it to the Agent. It Please attach a letter sting subnotly to do either at the unded of the employer for wages you the employer's behalf or at required of the payer for ements of backup withholding policable Revenue Procedure 18-20, Torward both the letter usest and from 2878 to the all Revenue Service Center Co. Submission Processing when e your Form 941 returns.		
2. Employer's or Payer FRANCES FAKE	's Name	offic	e, State and ZIP Code)	ress (M	umber and sinsel, city, town or post		
 Employer's identifica 	rion Number		NIN STREET KAPOLIS, IN 64267				
5. Agents Name PUBLIC PARTNERSHIPS		6. Age	nt's Address				
7. Agent's Employer id 20-2040173			TATE STREET, 10TH FLO DH, MA 02109	OOR			
	the box or boxes that apply) tis (Rev. Proc 70-6) tig (Rev. Proc. 84-33)		9. If Filing under Rev. 70-8, does this appl employees?		 Effective Date of Appointment by Employer or Payer THIS 		
	of the Internal Revenue Code agent to do all that is require () (Net agent)		Signature of Employe Payer	rar	Date		
Chapter 21 (NOA) Chapter 22 (Naive					e whether the person signing is an fiduciary, or a corporate officer)		
Withholding a K Backup Withh	olding		Household E	Employer			
NOTE: Appointment a	rei Provisions) of Sub18e C I an Agent under Section 3504), Employer's Annual Federal		For Internal Re	wenue	Service Use Only		
Unemployment Return (Chap. 26 of the Internal Revenue Code).			Effective Date Granted by IRS				
pay wages for employ backup withholding a appointment is effect it is understood that to payer are subject to a	ove has been appointed eith- yets and/or report and depos- mounts for payers. This we on the date shown in liber he Agent and the employer of all provisions of taw and securities which apply to employees.	n it n 10. or					

- This is a 1 page form. You are asked to sign and date the form in the boxes below boxes 9 and 10.
- This form tells the IRS that you are giving PPL permission to complete tax processes on your behalf for this program.
- This form only allows us to withhold taxes from your employee's paychecks and deposit those taxes with the IRS. It does not allow PPL access to any of your personal income tax information.

Indiana Form 52227

- This is a 2 page form. You are asked to sign and date at the bottom of the second page.
- This form tells the Indiana Department of Workforce Development that you have authorized PPL to represent you in matters of state unemployment insurance.
- This form establishes PPL as the mailing address on your employer account.
- This form does NOT allow PPL to obtain or sign for any personal income tax information.

POWER OF ATTO Sale Fair \$227 696 PM REQUEST DEPARTMENT OF 1011 Severa Are, NV 65 11 Phone \$17.022748, FM	WORKFORDE DEVELOPMENT 1, Indexeptis, IN 48254-2277	
Know all Persons by these Prese	nts:	
That FRANCES FAKE	.FEN#	
(herein ofter (Employer))	Indiana SUTA#	
A Corporation, Partnership, Prop	rietorship having its principal office at:	
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INDIANAPOLIS, IN 4	16207	
Does hereby constitute and appo	int	
PUBLIC PARTNER		
Name (hardnater Engle 148 STATE STREET		
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City, State, 2IP Code		
866-264-2295 Telephore Number	617-889-5736	
OF WORKFORCE DEVELOPME	with full and exclusive power to represent Employ NT, until further written notice, in connection with stion by the enumeration thereof, all claims, contrib 17)	all matters affecting unemployment
Employer recognizes that IDWD mailing instructions as marked be	maintains three (3) separate and distinct mailing gr clow:	roups, and Employer designates
✓ Group 1 /	NI Tax forms and notices mailed to Employer Servi	ce Company.
	N Benefit forms and notices mailed to Employer Sourceant to 646 IAC 3-10319.	ervice Company,
Group 3	Ni Appellate forms and notices malled to Employer	Service Company.
Group 4	to change of address is requested. Mail all forms	and notices to Employer.
646 IAC 3-12-3 and 3-12-11, to a Employer Service Company certification	ployer Service Company to hire an independent re ppear on Employers' behalf and represent Employ files that said representative shall be fully qualified a, and specifically indiana's appellate process, to a	ers' interests in appellate hearings. and knowledgeable about the

IRS Form 2848

- This is a 2 page form. You are asked to sign and date the form on the bottom of the second page.
- This form allows PPL's CPA to sign tax withholding reports and reports of wages paid.
- This form establishes PPL as the mailing address on your employer account.
- This form does NOT allow PPL to obtain or sign for any personal income tax information. We will only be able to sign the forms listed on the document.

Received by: Rece	··· 2848		er of Attorney	CHIS No. 1545-0158 For IRS Use Only
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Indiana Form POA-1

POA - 1 INDIANA DEPARTMENT O Ber. 800 POWER OF ATTOR (Instructions on Baci	NEY
Taxpayer(s) Name(s)	Indiana Thepayer Identification Number
FRANCES FAKE	2) and an experience of the contraction of the cont
DBANime(s)	
	Employer Identification Number
Address	
123 MAIN STREET	
City	Social Security Number
INDIANAPOLIS	123-45-6789
State Zip Code	Spouse's Social Security Number
Indiana 46207	aposite a rousing areas of a second of a s
Telephone # (317) 555-1234	
Hereby appoint(s) the following: (If Firm or Corp. give Representative(s)):	Sene)
Firm/Corplind/victal/Name [PUBLIC PARTNERSHIPS, LLC	Representative(s) [HALINA KISIEL]
Address	January Kalamit
148 STATE STREET, 10TH FLOOR	
City State Zip Code BOSTON, MA 02109	
Telephone # (866) 264-2296	"
Firm/Cop/Individual Name PUBLIC PARTNERSHIPS, LLC	Representative(s)
Address	
City State Zip Code BOSTON, MA 02109	
Telephone # (866) 254-2296	
Type of Tax	Year(s)/Period(s)
EMPLOYMENT AND 2006	2010/Q1-Q4
NUMBER OF TAXABLE PART	
WITHHOLDING TAX	
Said attermsy(s)—in-fact shall (subject to revocation) have authority to reco- perform on behalf of the undersigned all acts incidental to such represents. If signed by the Corporate Officer, Partners, or Fishesiary on behalf of the to- Power of Attention on behalf of the torpayer.	tion:
Signature 🖎	Dute
Title Household Employer	Telephone # (317) 555-1234
Subscribed and sworn to before me on this day of	Ver
My Commission Expens Nobey Public	County
Reset	

- This is a 1 page form. You are asked to sign and date in area 5.
- This form is similar to the IRS Power of Attorney form except it is for Indiana's Department of Revenue. This form allows PPL's CPA to sign tax withholding reports and reports of wages paid.
- This form does NOT allow PPL to obtain or sign for any personal income tax information. We will only be able to sign the forms listed on the document.

IRS Form 8821

### PRANCES FARE ### 128 45 6708	Norm 8821 Ner. April 2004) Impartment of the Treasury Introd Phrenous Barrios	▶ Do	Tax Informatio not use this form to request a histend, use Form 4	o opy or tr	second to your	tax reture.	For Pict U Residual by Residua	
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133 MAIN STREET INDIANAPOLIS, IN 46207 2 Appointes. If you wish to name more than one appointee, attach a list to this form. Name and address 4 Specific Partnerships, LLC 4 State Street, 10th Floor Boston, MAI 02108 3 Tax matters. The appointee is authorized to inspect and/or receive confidential tax information in any office of the IPS in the tax natisers issed on this line. Do not use Form 821 to request copies of tax returns. (6) (hoors, Spriphymeri, Socies, etc.) (794), 941, 720, etc.) (1940, 941, 941, 941, 941, 941, 941, 941, 941	Taxpayer manu(x) and address (byte or print) Social security member(a) Employer identification number							
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Name and address CAF No. Telephone No. Telephone No. Sar					(317)555-	1234		
Telephone No. Strate Street, 10th Floor Session, MA 20109 Check If now: Address Telephone No. Fax No. 517-480-5798 Telephone No. 518-580-5798 Telephone No. 518-580-5798		wish to na	ame more than one appointed	e, attach a				
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- This is a 2 page form. You are asked to sign and date the form on the bottom of the first page.
- This form allows PPL to discuss your employer withholding account with the IRS.
- This is different than the Power of Attorney form because it does not allow PPL to sign the forms, only call the IRS on your behalf.
- PPL will only be able to discuss the employer forms listed on the document. We will never be able to obtain any personal income tax information.

Indiana Form EFT-1

- This is a 1 page form. You are asked to date the form at the top and bottom and also sign the form at the bottom.
- This form tells the Indiana Department of Revenue that you authorize PPL to deposit and file reports over the Internet. It also lets PPL transfer tax deposits from PPL's bank account to the Department of Revenue.
- This form does NOT allow PPL to obtain any information about your personal back account.

PEPARTMENT OF REVENUE ATION AGREEMENT FORM IRONIC FUNDS TRANSFER DATE:
OIGITS) See Special Instructions on Back.
ur Organization that Revenue may contact regarding EFT:
NERSHPS, LLC
HFLOOR EFT Required
or O Voluntary
FOR TAX TYPE: reparate form for each Tax Type relected
Financial Institution (FTI)
Utility Receipts Tax (URT)
Gasoline Distributors (MFT)
☐ Special Fuel Tax (SFT)
☐ Streamlined Sales Tax (SST)
ensus also complete the banking information portion of this form, as well as attach a copy
Checking or Savings
Bank ABA#: (Transit Routing Number)
Your Account #: (With the above bank)
Household Employer Title Date
orizes the Indians Department of Revenue to present debit entries into the dians Law. These debits will pertain only to Electronic Funds Transfer EFT Section Indiana Department of Revenue 2.O. Box 6076 Indianapolic, IN 46206-5076